Employee Performance rating and development Dashboard

1. **Data loading:**

Import Dataset

• Open Tableau Public • Go to connection > Text file and import your dataset.

1. **Dashboard Design:**
2. **Average performance rate KPI**

* Drag performance rate in text from marks card
* Change the aggregate value in average measure

1. **Average number of Training session Attended KPI**

* Drag Average number of Training session Attended in text from Marks card
* Convert value in average measure

1. **Average Year Since last promotion KPI**

* Drag year since last promotion in text from Marks card
* Convert value in average measure

1. **Job role wise performance rating**

* Create a bar chart
* Use job role and Average performance rating
* In label from marks card put average performance rate

**Filters:** Added filters for Department ,job role ,Education filed, gender and Attrtion to allow users to drill down further into specific segments.

**What It’s Showing:**

* The height of each bar represents the Average performance rate of Each job role

**Insights and observation:**

* Manager job role has highest average performance rate 3.19608 and

Slightly difference among other job roles.

* lowest average performance rate is in research director job role.

1. **Training Time and Performance rating**

* Create a line chart
* Drag training time since last year to the Columns shelf.
* Drag performance rating to the Rows shelf and change the aggregation to average
* Added filters for additional segmentation by Job Role, Gender, and Education field.

**Insights and observation:**

* After Recent Training session performance rate of employees is quite good 3.18519 but after 1 year value is slightly decreasing is 3.12676 but again after 2 year its value increasing like 3.16271

1. **Promotion rate according to Departments**

* Used bar chart to show departments
* Drag departments rate in row shelf
* Drag promotion rate into label from marks

**Insights and observation:**

* Sales department has highest promotion rate 2.3543
* Research and development has second highest promotion rate 2.1374
* Human resources department has lowest promotion rate 1.7778

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1. **Final Touches**
2. **Formatting**

• Apply consistent colours, fonts, and styles across visuals.

• Add titles, axis labels, and legends to enhance readability.

1. **Filters:**

* Apply filters education filed, department, gender, attrition and job role to get more granular visualisation base on our requirements

1. **Recommendations:**

 **Sales Department:**

Highest promotion rate, suggesting stability and quite good growth in this field

 **R&D Department**:

Lowest promotion rate with a large workforce, and need to improve some

factor to get good growth in development for employees

**5.** **Steps for Career Development:**

**a. Enhance Training sessions for employees:**

* Implement targeted employee engagement programs.
* Provide career growth opportunities and recognition.
* Provide Training sessions

1. **Leverage Successful Practices in HR and sales:**

* Analyse and replicate effective retention strategies from HR and sales in other departments.

1. **Improve Promotion Processes:**

* Regularly review and streamline promotion criteria and timelines.

1. **Provide Training and Development:**

* Offer continuous learning opportunities and career development programs across all departments.

1. **Foster a Culture of Continuous Learning:**

* Encourage a learning-oriented environment to support career advancement and employee satisfaction.